



MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT  
HĪKINA WHAKATUTUKI

# Sector Workforce Engagement Programme

## Final Change Decisions

29 May 2024

# Contents

Introduction from Robert Pigou	3
Case for change	4
Consolidating labour market functions	4
Appendix 1: Confirmed change process	6
Reconfirmation	6
Appendix 2: Support through change	7

## Introduction from Robert Pigou

Tēnā koutou,

Over the last few months, MBIE has been working closely with the new Government to support their priorities and help confirm and set up portfolio work programmes that will deliver on those priorities.

On 15 April 2024, in conjunction with the LSE group, I shared with you a proposal to move the Sector Workforce Engagement Programme (SWEP) team to the Employment, Skills and Immigration Policy (ESIP) branch in the LSE business group.

The consultation period which ran from 15 April to 1 May 2024 and no feedback or concerns were raised on what was proposed. Therefore, this document confirms the reporting line change for the SWEP team.

We will work with LSE to ensure a smooth transition to your new team.

I want to acknowledge each of you for the contribution you have made and continue to make in delivering the SWEP agenda. You have each established sound relationships within Kānoa and enhanced MBIE's reputation in the regions and with industry. I anticipate you will continue to stay connected to Kānoa and build on the success you have fostered.

Ngā mihi nui



**Robert Pigou**

Deputy Secretary, Kānoa – Regional Economic Development & Investment

## Case for change

Since November, we have been working closely with the new Government to deliver on its 100 Day Plan and understand how we can support delivery of its goals for New Zealand. We have been in conversation with our Ministers about their portfolio priorities and the contribution they will make to rebuilding and growing the economy.

We now have a clear sense of these priorities, and how MBIE will support them as we continue our work to grow Aotearoa New Zealand for all. We're also seeing that some work programmes are being scaled up or joined up, while others have scaled down or stopped.

## Consolidating labour market functions

MBIE provides various functions that supports the Minister of Social Development and Employment. It was proposed to consolidate some of the labour market functions into the Employment, Skills and Immigration (ESIP) branch within the LSE group to enable connections across the portfolio including strengthening connection to immigration.

It was proposed for the Sector Workforce Engagement Programme (SWEP) from Kānoa to have a reporting line change to the ESIP branch, with the Programme Director proposed to report to the General Manager, ESIP. The SWEP team will continue reporting to the Programme Director.

Bringing the SWEP team into the ESIP branch will strengthen the ability to share real-time insights and provide a more joined-up perspective to the Minister on the challenges and opportunities facing industry and help inform potential Policy changes.

Consultation on the proposal opened on 15 April 2024 and closed on 1 May 2024.

No feedback or concerns were raised during the consultation period; therefore, the following changes are confirmed:

- The SWEP team will move to the Employment, Skills and Immigration Policy branch in the LSE group, continuing to report to the Programme Director.

- The Programme Director, SWEP will report to the General Manager, Employment, Skills and Immigration Policy, LSE.

### Implementation

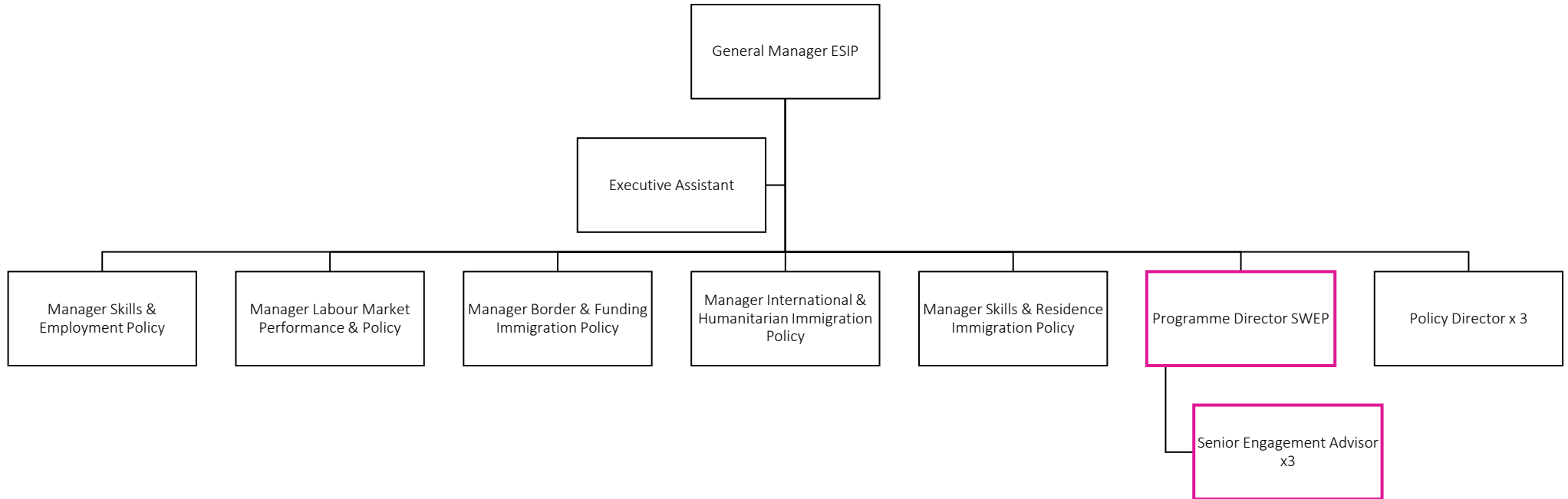
You will receive a letter confirming the change in reporting line, there will be no change in your current location.

The reporting line change will take effect from **24 June 2024**.

## Confirmed structure – Employment, Skills and Immigration Policy branch, LSE

**KEY:**

No change	Within-group branch change
Disestablished position	New position
Reporting line change	Minor scope and reporting line change
Minor scope change	MBIE group change to LSE
Position title change	Allocated via expression of interest



## Appendix 1: Confirmed change process

Consistent with MBIE’s employment agreements and recruitment policy, the following information summarises the standard change processes which apply to changes confirmed as a result of the consultation process. This includes reconfirmation, reassignment, selection, and redeployment. Reconfirmation is the change process that applies.

### Reconfirmation

This is where your substantive position is “reconfirmed” because your current substantive position remains substantially the same and you are the only person able to be reconfirmed to the role. Examples include - change in reporting line, title, a minor change in work content.

For reconfirmation to apply:

- The position description you are being reconfirmed into is the same (or substantially the same) as what you currently do, and
- Salary and other terms and conditions for the position are no less favourable, and
- Location of the position is in the same local area (note: this need not necessarily mean the same building and/or the same street).

If your substantive position has been reconfirmed as part of the final structure, you will not need to take any action as you will automatically be reconfirmed into the position.

## Appendix 2: Support through change

Work is a big part of your life. During organisational change, it's normal to have feelings of uncertainty, shock, anger, frustration, confusion, scepticism, and impatience. Please ask for support when you need it and remember to be understanding towards your colleagues who may be feeling anxious or distracted. You can talk to your People Leader, colleagues and/or union representative or the People and Culture team.

### Wellbeing support options

We recognise that change may be difficult and encourage you to reach out to your support network and draw on the resources available to you. You can:

- Talk to your People Leader
- Contact your union delegate or representative ([PSA](#)) / ([NUPE](#))
- Reach out to the [Wellbeing, Health and Safety Team](#)
- Use our [Employee Assistance Programme](#), which provides support for both work and personal life
- Call or text [1737](#) to access free counselling services from the national telehealth service
- Access your [Te Puna Ora](#) dashboard both at work and remotely using your MBIE login details

### Learning support options

Focusing on your personal growth and development is a helpful way to direct your attention during times of change and uncertainty – to reinforce your skills and explore career interests.

There are plenty of resources and directories to explore within MBIE, including:

- [Learn@MBIE](#) – our central learning platform that holds many free e-learning courses, including a series of e-learning modules focused on [change](#), suitable for all staff.
- [Percipio](#) – the world's largest online learning library. To access Percipio, select 'team/enterprise subscription' and then enter 'MBIE' in the site name field.
- [MBIE's library](#) – a large catalogue of books and scholarly works focused on subject expertise as well as broader skillsets like leadership capability.
- You can also reach out to People & Culture to discuss your development interests.

### Career development support

Our Employee Assistance Programme can assist with general career advice and is available for self-referral. This also includes budgeting and financial advice, personal development and coaching and personal legal advice.